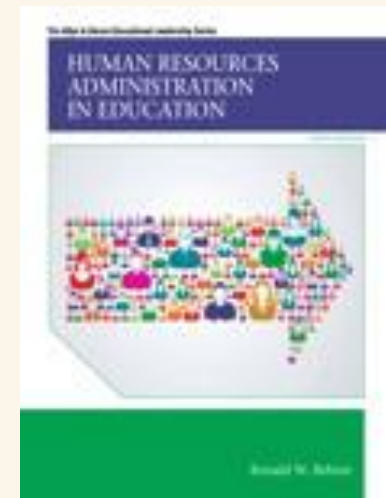


CHAPTER 10: Legal, Ethical, and Policy Issues in the Administration of Human Resources

Human Resources Administration in Education

Ronald W. Rebores



Contract Management

- Offer and acceptance
- Competent persons
- Consideration
- Legal subject matter
- Proper form

Litigation in Human Resources Management

- The U.S. Judicial System
- Sources of Law
 - Constitutions
 - Statutes
 - Case Law
- Major Divisions of Law
- The Court Structure
- The role of the Attorney in Human Resource Management

Litigation in Human Resources Management: cont.

- The anatomy of a lawsuit
- Tort liability in human resources administration
- Errors and omissions liability insurance

Sources of Law

Constitutions: typical issues deal with racial discrimination, due process in termination, and privacy rights of employees

Statutes: school operation must be in compliance with state statutes and it is the responsibility of the board and superintendent to ensure compliance

Case Law: a state circuit court may apply a rule of law established by a state supreme court as to what constitutes due process in the termination of a tenured teacher

Ethical Considerations in School Human Resources Management

- Ethical responsibilities of school human resources administrators
- Responsibilities to the school district and its staff
- Responsibilities to the school human resources profession
- Personal responsibilities

Policy Development

“Policies are broad statements of direction; procedures are a sequence of steps to be followed in implementing a policy.”